

UNLEASH VOLUNTEERS IN KIDS MINISTRY | CHRISTINE KREISHER

STOPRECRUITING.COM | @CKREISHER

STOP RECRUITING. START RETAINING.

"4 BEFORE" MINDSETS THAT CREATE CULTURE:

- Excellence
- Mission
- Appreciation
- Invitation

4 STRATEGIES TO UNLEASH VOLUNTEERS:

1. SIGNIFICANCE - CELEBRATE THEIR SIGNIFICANCE

Celebrating the significance of volunteers' investments centers on the leader making a commitment to providing opportunities for volunteers to serve in roles that are a good fit for their skills and interests. It begins with the leader making a mindset shift from just filling volunteer vacancies to connecting volunteers with roles in which they will thrive.

- SHARE STORIES AND REWARD BEHAVIOR
- RAISE THE BAR - COMMITTED | PREPARED | PERSONAL

2. SUPPORT - PROVIDE FIRST-CLASS SUPPORT

Effective leadership begins with well-informed and resourced volunteers. Volunteers should be communicated with often and provided tools for their roles in advance. Leaders should invest in training for skills that are applicable in a volunteer's home and workplace, reaching beyond the role he or she fulfills in the church.

- REGIMENT THE ON-BOARDING PROCESS. COMMIT TO A MINDSET SHIFT FROM FILLING VOLUNTEER VACANCIES TO FINDING THEIR FIT SO YOUR VOLUNTEERS CAN THRIVE! {FIND THEIR FIT AND THEY WON'T QUIT.}
- VALUE ADDING SUPPORT - TRAININGS | COACHES | HUDDLES



UNLEASH VOLUNTEERS IN KIDS MINISTRY | CHRISTINE KREISHER

3. CONNECTIONS - FUEL MEANINGFUL CONNECTIONS

Many people choose to volunteer because they are looking for community and connection to other like-minded people. This strategy focuses on team building principles and the importance of providing opportunities for volunteer groups to share stories, play, and laugh together.

- HUDDLES...MAKE IT FUN! VOLUNTEERS DON'T NEED ANOTHER JOB!

4. EMPOWERMENT - EMPOWER THEIR PASSIONS

This strategy focuses on establishing clear vision and parameters within volunteer teams. If leaders do not give clear vision, volunteers will invent their own. Empowering volunteers happens when leaders remove the red tape and give volunteers permission to carry out the mission. We challenge leaders to not make assumptions for their volunteers, but invite individuals into opportunities that will stretch them beyond what they have done in the past.

- SHARED OWNERSHIP {OWNERS NOT RENTERS}
- IF WE DON'T GIVE CLEAR PARAMETERS, VOLUNTEERS WILL INVENT THEIR OWN.

Team Discussion Questions:

What is your mindset about volunteers?

- *Are they just a means to an end? OR*
- *Do you view volunteering as an opportunity for people to experience significant spiritual growth and thrive in all areas of their life?*

What is your vision for your volunteer experience?

What does Ephesians 4:12 say about our role as a leader?

How would it "cost" you less to spend time creating an irresistible culture that retains volunteers, rather than spending your time constantly recruiting volunteers?

What is your on-boarding process for new volunteers?

- *How can you create easy and obvious steps that help volunteers "find their fit"?*

How do you empower your volunteers to lead?

Do they know your vision, mission, core values, and wins for their role?

